Can You Work in UAE Without Degree Attestation? (Legal Risks)

Degree Attestation in UAE is a compulsory procedure, which interested professionals must adhere to in case they want to secure a job or higher education in addition to acquiring a license to work. It authenticates the validity of foreign based academic credentials. Degree Attestation in Dubai is a complex process as the attestation of a degree may become valid only after it is checked in the country of origin, subjected to the UAE Embassy Attestation and after final authorisation on behalf of the UAE Ministry of Foreign Affairs (MOFA).

Is it possible to work in the UAE without degree attestation? The actual answer is yes but only to some extent. But in case of majority of skilled occupations, more so occupations that need formal qualifications, it is a requirement that such certificates should have Degree Attestation in UAE. The inability to submit attested documents can not only reduce the number of working possibilities, but also put you under the risk of a lawsuit and a possible professional ban.

Equally, Degree Attestation in Sharjah uses same procedure, which can be applied in local typing centres or registered service providers. In Dubai or Sharjah or any other emirate, an attested degree is the key to a well pay job and to a UAE immigration legislation.

Degree Attestation in UAE refers to verifying authenticity of university certificate presented in a different country. In case of the UAE, this normally entails:

- Notarisation and attestation at national level in the country of origin.
- Attestation by the Ministry of External Affairs or such competent authority.
- Verification by the home Consulate or Embassy of the UAE.
- A last verification by the UAE Ministry of foreign Affairs (MOFA).

Most skilled or professional jobs will require Degree Attestation in UAE to have employment visas as far as the occupation is concerned:

- Medics, health workers, doctors and engineers

- Academic staff and teachers
- Auditors, financial analyst, and Accountants
- Managers and legal consultants
- Technical and IT professionals that need certification

In order to streamline immigration-related procedures and labour-related rules and regulations in UAE, legislative and immigration requirements stipulate that attested documents be provided so as to regulate the job qualification levels and to prevent a case of faked and forged credentials as well.

There are some job positions in the UAE, where you can work without Degree Attestation in UAE, but there are restrictions:

- Not all jobs may need a degree such as unskilled or semi-skilled such as drivers, warehouse stockist staff, sales assistants, and people working in the hospitality industry.
- The companies in the private sector that have non-crucial posts may forego the Degree Attestation in UAE during probation but insist on it at a later stage.
- Free zones and startups may be more flexible in the first place, however, MOFA attestation may be required in order to renew the visa or get a promotion.

The Legal and Professional challenges of foregoing Attestation
Visa Denied or loss:

Your work permit might be refused by the UAE immigration when you do not present the attested documents within the stipulated duration.

Delayed Onboarding:

It is possible that the employers will postpone joining dates or confirmation of the job until the documents are attested.

Blocked Promotions:

Failure to achieve a valid Degree Attestation in UAE means that employees cannot be allowed to be promoted internally, apply to professional license, or continue living in a given country.

The fines and deportation:

Presenting of false or unchecked documents leads to the fines, law charges, blacklists, or deportation.

No Qualification Recognition:

The foreign official bodies, including KHDA, MOH, or DOH do not recognize your degree unless it is attested.

The UAE does not actually require Degree Attestation in UAE with regard to certain jobs, especially in the low end of the labour market chain. However, professional and skilled positions are among those jobs that must obtain a Degree Attestation in UAE.

Practicing in the field on an unattested basis means a restricted career advancement and legal trap. It is also highly advisable that the Degree Attestation in UAE procedure must be done before one accepts or goes to seek employment in the UAE in order to achieve the labor laws of the state and to have a stable career in the state.